

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of the Commission
August 22, 2012
10:00 a.m.

James R. Thompson Center
Murdock Room - IDHS
Suite 5-300
100 West Randolph Street
Chicago, IL 60601

and

Lincoln Land Training Center
130 W. Mason Street
Room 104
Springfield, Illinois

MINUTES

PRESENT:

Commissioners

In Chicago

Chairman Martin R. Castro
Robert A. Cantone
David Chang
Terry Cosgrove
Marylee V. Freeman
Spencer Leak, Sr.
Rozanne Ronen
David J. Walsh
Patricia Bakalis Yadgir (via telephone)
Diane M. Viverito

Absent

Marti Baricevic
Nabi Fakroddin

Staff

Keith N. Chambers
Reva Bauch
Michael J. Evans
LaNade Bridges
Donyelle L. Gray
Evelio Mora
Bricia Herrera

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Members of Public: None

NOTICE:

Public meetings and closed meetings of the Illinois Human Rights Commission are audio recorded.

I. Call to Order

On August 22, 2012, at 10:00 a.m., Chairman Martin R. Castro called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting.
- 2) Prior to the meeting, Commissioners Baricevic and Nabi gave notice (and good cause as defined by the Illinois Open Meetings Act) to the General Counsel and Secretary of the Public Body, Donyelle L. Gray, that they would be unable to attend today's meeting.
- 3) Prior to the meeting Commissioner Yadgir gave notice (and good cause as defined by the Illinois Open Meetings Act) to the General Counsel and Secretary of the Public Body, Donyelle L. Gray, that she would be unable to be physically present at today's meeting.
- 4) Commissioner Yadgir requested to participate via telephone. The Commission voted to allow Commissioner Yadgir to participate in the meeting via telephone. Motion made by Commissioner Freeman and seconded by Commissioner Cantone. Motion carried 9-0.

II. Consideration of Minutes

July 25, 2012

The Commission voted to approve the minutes of the July 25, 2012, meeting as submitted by staff. Motion to approve the minutes made by Commissioner Ronen and seconded by Commissioner Viverito. Motion carried 10-0.

III. Chairman's Report

Martin R. Castro, Chairman

Chairman Castro reported that he recently talked with various HRC staff members during his open-door hours at the HRC's Chicago offices.

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Chairman Castro reported that he, Director Chambers and Dr. Ewa met with Jerry Stermer of the Office of Management and Budget (“OMB”) concerning the FY2014 budget. The Chairman reported that since becoming Chairman, the HRC’s budget has decreased by approximately \$ 500,000, thus making it difficult for the HRC to carry out its mission.

Chairman Castro reported that several issues were discussed in the meeting with Mr. Stermer. The issues included a budget for technology, capital investments, ALJ salaries and the Torture Commission.

Chairman Castro further reported that OMB had no issues with the Commission beginning early discussions with members of the General Assembly regarding future appropriations for HRC. Director Chambers will create a strategy plan for these discussions prior to the beginning of the Fall session. The Chairman encouraged the Commissioners to reach out to their elected representatives as well.

Finally, Chairman Castro announced that Commissioner Spencer Leak, Sr., is leaving the Commission effective the end of August to assume a post on another State Commission, and that today’s *en banc* meeting would be his last. Commissioner Leak gave a brief speech and thanked the Commission.

IV. Staff Reports

A. N. Keith Chambers, Executive Director

Mr. Chambers continued the topic of the Commission’s FY 2014 budget. Mr. Chambers is creating a legislative advocacy proposal. The proposal will detail the role that each Commissioner will have in process based on their relationships with various members of the Assembly.

Mr. Chambers reported that he met with senior HRC staff regarding operations in each section. As a result, Mr. Chambers identified at least 23 measurable areas of outcomes that would demonstrate the value of the HRC in terms of output, volume, quality and productivity.

Mr. Chambers announced there might be some funding by way of a capital bill to apply to upgrading the HRC’s technology systems. For example, with such funding, the HRC could explore the possibility of having an e-file system so pleadings could be electronically filed.

Mr. Chambers distributed a draft of a Powerpoint presentation he created that staff and Commissioners could use when making presentations about the HRC. Mr. Chambers requested the Commissioners provide him with feedback on the Powerpoint.

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B. Dr. Ewa I. Ewa, Chief Fiscal Officer

Dr. Ewa reported no major changes in the Commission's budget. The FY13 budget remains at \$ 1,755,000.

Dr. Ewa announced that OMB needs statistics from the Administrative Law Section and the General Counsel's Section to show HRC caseload and results.

Dr. Ewa announced the transfer of the Torture Commission's office equipment, supplies, and files has been finalized. Dr. Ewa also reported that he will be seeking to have the \$85,000.00, which was removed from the HRC's budget for use by the Torture Commission, returned to the HRC's budget.

Dr. Ewa briefly addressed CMS's requirement that State agencies meet minority contractor goals, and stated the HRC is in compliance with State law relative to these goals.

C. Michael J. Evans, Chief Administrative Law Judge

Judge Evans submitted the Administrative Law Section's statistics for the month of July 2012.

D. Donyelle L. Gray, General Counsel

Ms. Gray gave general reminders on the Ethics Training for State Appointees, the Open Meetings Act training and timesheets.

Ms. Gray distributed the proposed 2013 meeting calendar for the Commissioner's review.

Ms. Gray announced that beginning in September three new Coles Fellows and a volunteer lawyer will be joining the HRC for the Fall. Resumés for Fellow Stephanie Northrop and volunteer lawyer Mandy Lee were distributed.

Ms. Gray reported that Assistant General Counsel Mora along with the Summer Coles Fellows have been working on revising the HRC's administrative rules on procedures for requests for review and members of the public who wish to address the Commission during HRC meetings. The General Counsel's staff has also been working with the Illinois Department of Human Rights on revising the agencies' Joint Rules on Disability Discrimination in Employment.

Ms. Gray distributed recent updates on Employment and Labor Law.

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V. Petition for Rehearing

A. Torrey A. Johnson v. University of Chicago Hospital and Clinics
Charge No.: 2005CF3215 ALS No.: 06-383

The Commission voted to deny the Petition. Motion to deny made by Commissioner Cantone, seconded by Commissioner Ronen. Motion carried with 7¹ in favor, 1 opposed (Commissioner Leak), and 1 abstention (Commissioner Walsh).

VI. New Business

None.

VII. Executive Session

None.

VIII. Adjournment

The meeting was adjourned at 11:09 a.m. Motion made by Commissioner Leak, seconded by Commissioner Cosgrove. Motion carried 9-0.

Respectfully submitted,

Donyelle L. Gray
General Counsel

¹ It was discovered after the meeting that Commissioner Yadgir lost her phone connection right before the vote on the instant petition, and was unable to regain her connection before the meeting ended. Commissioner Yadgir had received all materials in advance of the meeting. Commissioner Yadgir subsequently stated that her position on the petition was to deny it.